

1 **Q. Please provide a copy of NP's current Manager and Executive Group salary policy**  
2 **and incentive targets.**

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4 A. Table 1 shows the Salary Policy and Incentive Targets for Manager and Executive group  
5 members by position.  
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**Table 1**  
**Salary Policy and Incentive Targets for 2009**  
**as a Percentage of Base Pay**

	<b>Salary Policy<sup>1</sup></b>	<b>Incentive Target<sup>2</sup> (as a % of Base Pay)</b>
<b>Executives</b>		
President & CEO	\$371,600	40%
VP Engineering & Operations	\$250,400	30%
VP Finance & CFO	\$220,900	30%
VP Customer Relations & Corporate Services	\$209,300	30%
VP Regulatory Affairs & General Counsel	\$209,300	30%
<b>Managers</b>		
Regional Manager(s)	\$154,700	15%
Manager HR & Corporate Affairs	\$135,700	15%
Manager Customer Relations & Information Services	\$135,700	15%
Manager Electrical Engineering	\$135,700	15%
Manager Civil Engineering	\$135,700	15%
Manager Finance	\$130,000	15%
Manager Rates and Regulation	\$130,000	15%
Manager Corporate Relations	\$147,000	15%

<sup>1</sup> Salary policy based on advice of compensation consultant Hay Group.

<sup>2</sup> Target incentive payout based on achievement of 100% of corporate and individual targets.